

Minutes of the meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System held Friday, September 21, 2012 at the hour of 9:00 A.M. at 1900 W. Polk Street, in the Second Floor Conference Room, Chicago, Illinois.

**I. Attendance/Call to Order**

At approximately 9:10 A.M., Chairman Golden called the meeting to order. In the absence of a quorum at that time, she appointed Board Chairman Carvalho as a temporary member of the Committee for quorum purposes; therefore, a quorum of members was present.

Chairman Golden recessed the meeting to the call of the Chair, in order for the preceding Finance Committee Meeting to conclude.

Following the adjournment of the Finance Committee, Chairman Golden reconvened the meeting, and the Committee began its consideration of the items presented.

Present: Chairman Quin R. Golden and Directors Jerry Butler, Jorge Ramirez and Dorene P. Wiese, EdD (4)

Board Chairman David Carvalho (ex-officio)

Absent: Director Reverend Calvin S. Morris, PhD (1)

Additional attendees and/or presenters were:

Maureen O'Donnell – System Interim Chief Human Resource Officer and Chief, Cook County Bureau of Human Resources

Gladys Lopez – System Interim Director of Human Resources

Ram Raju, MD, MBA, FACS, FACHE – Chief Executive Officer

Elizabeth Reidy – System General Counsel

Deborah Santana – Secretary to the Board

**II. Public Speakers**

Chairman Golden asked the Secretary to call upon the registered speakers.

The Secretary called upon the following registered public speakers:

1. Leonard Simpson	Director, SEIU Local 73
2. George Blakemore	Concerned Citizen

Following the presentation of testimony by Mr. Blakemore regarding a contractual request considered earlier that day by the Finance Committee, Chairman Golden noted that the contractual request (request number 15) was presented with the incorrect accompanying letter from the County's Office of Contract Compliance; she requested that this error be communicated to the appropriate System staff in order to correct the record<sup>1</sup>. Additional comments were made by Mr. Blakemore regarding the awarding of a contract to a vendor, Ms. Susan Greene, who was also providing similar services for the System as a subcontractor for another System vendor, Health Management Associates.

**III. \*\*Report from System Human Resources Department (Attachment #1)**

**A. Report from Interim Director of Human Resources**

Gladys Lopez, System Interim Director of Human Resources, provided an update on the following subjects: Recruiting Update; 2012 House Staff; Vacancies Filled Through September 10, 2012; Anticipated 9/24/12 Hires; 1115 Waiver Vacancies; and Update on Dual Employment. The Committee reviewed and discussed the information.

**III. \*\*Report from System Human Resources Department (continued)**

During the discussion of the update on Dual Employment, Board Chairman Carvalho noted that the policy allows the Chief Executive Officer to grant exceptions, under some circumstances. He asked whether the Committee receives a report on Dual Employment waivers granted by the Chief Executive Officer. Ms. Lopez stated that currently, Dual Employment forms are managed by the department heads. She indicated that staff will reach out to the department heads to ensure that the Human Resources Department has received copies of all Dual Employment forms filed by employees, and will review the subject of tracking and cataloguing the information, to ensure that a system is in place. Following review, Ms. Lopez will provide an update to the Committee<sup>2</sup>.

**IV. Action Items**

**A. Minutes of the Human Resources Committee Meeting, August 24, 2012**

Director Wiese, seconded by Director Ramirez, moved to accept the minutes of the Human Resources Committee Meeting of August 24, 2012. THE MOTION CARRIED UNANIMOUSLY.

**B. \*\*Proposed Collective Bargaining Agreements (Attachment #2)**

- i. COUPE Trades – Prevailing Wage Rates
- ii. Operating Engineers Local 399 – Collective Bargaining Agreement
- iii. RWDSU Local 200 (CCHHS Administrative Assistants IIIIs and IVs – Collective Bargaining Agreement
- iv. RWDSU Local 200 (CCHHS Administrative Assistant Vs) – Collective Bargaining Agreement
- v. SEIU Local 20 (Provident Hospital Physicians) – Collective Bargaining Agreement (WITHDRAWN)
- vi. SEIU Local 20 (Ambulatory and Community Health Network Physicians) – Collective Bargaining Agreement (WITHDRAWN)
- vii. SEIU Local 20 (Cermak Health Services Physicians) – Collective Bargaining Agreement (WITHDRAWN)

Maureen O'Donnell, System Interim Chief Human Resource Officer and Chief of the Cook County Bureau of Human Resources, presented the item for the Committee's consideration. It was noted that the proposed Collective Bargaining Agreements under sub-items v, vi and vii are being withdrawn at this time; only the first four proposed Collective Bargaining Agreements are being presented for the Committee's consideration at this time.

Action was taken on this item following the adjournment of closed session.

Director Butler, seconded by Director Wiese, moved to approve the proposed Collective Bargaining Agreements with the following entities: COUPE Trades; Operating Engineers Local 399; RWDSU Local 200-CCHHS Administrative Assistants IIIIs and IVs; and RWDSU Local 200-CCHHS Administrative Assistant Vs. THE MOTION CARRIED.

Director Ramirez voted PRESENT.

**C . Any items listed under Sections IV and V**

**V. Closed Session Items**

- A. Discussion of personnel matters**
- B. Update on labor negotiations**
- C. Discussion of litigation matters**
- D. \*\*Report from System Human Resources Department**
- E. \*\*Proposed Collective Bargaining Agreements (see Item IV(B))**

Director Ramirez, seconded by Director Wiese, moved to recess the regular session and convene into closed session, pursuant to the following exceptions to the Illinois Open Meetings Act: 5 ILCS 120/2(c)(1), which permits closed meetings for consideration of “the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity,” 5 ILCS 120/2(c)(2), regarding “collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees,” and 5 ILCS 120/2(c)(11), regarding “litigation, when an action against, affecting or on behalf of the particular body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.”

On the motion to recess the regular session and convene into closed session, a roll call was taken, the votes of yeas and nays being as follows:

Yea: Chairman Golden and Directors Butler, Ramirez and Wiese (4)

Nay: None (0)

Absent: Director Morris (1)

THE MOTION CARRIED UNANIMOUSLY and the Committee convened into closed session.

Chairman Golden declared that the closed session was adjourned. The Committee reconvened into regular session.

**VI. Adjourn**

As the agenda was exhausted, Chairman Golden declared the meeting ADJOURNED.

Respectfully submitted,  
Human Resources Committee of the  
Board of Directors of the  
Cook County Health and Hospitals System

XXXXXXXXXXXXXXXXXXXX  
Quin R. Golden, Chairman

Attest:

XXXXXXXXXXXXXXXXXXXX

Deborah Santana, Secretary

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<sup>1</sup> Follow-up: Contractual request (number 15) presented at 9/21/12 Finance Committee Meeting – needs correct letter attached indicating review from the County's Office of Contract Compliance. Page 1

<sup>2</sup> Follow-up: Update to be provided at Committee meeting in the future regarding review of matter involving Dual Employment forms. Page 2

Cook County Health and Hospitals System  
Human Resources Committee Meeting Minutes  
September 21, 2012

ATTACHMENT #1



# Human Resources Committee Meeting

September 21, 2012



# Recruiting Update

- A total of 199 vacancies have been filled through September 10, 2012
  - 9 Re-Hires
  - 72 Re-Calls
  - 41 Internal Candidates
  - 77 External Candidates

# 2012 House Staff

- A total of 122 House Staff have been processed:
  - 8 Re-Hires
  - 114 External Candidates
- Type of House Staff processed:
  - 4 Physician Assistant Residents
  - 116 Post Grads
  - 2 Pharmacy Residents

**Vacancies Filled Through September 10, 2012 ~ Breakdown by Position**

	Candidate Source				
	Re-Hire	Re-Call	Internal	External	Total
<b>Nurses</b>					
APN-Nurse Practitioner			1	2	<b>3</b>
Clinical Case Manager	1			2	<b>3</b>
Clinical Nurse I			13	20	<b>33</b>
Clinical Nurse II			3		<b>3</b>
Clinical Performance Improvement Analyst				1	<b>1</b>
In-House Registry Nurse				2	<b>2</b>
Nurse Coordinator II	1				<b>1</b>
Nurse Epidemiologist			1		<b>1</b>
Registered Nurse I			1		<b>1</b>
					<b>48 Nurses</b>
Licensed Practical Nurse II				4	<b>4 LPNs</b>
<b>Physicians</b>					
Attending Physician 6	1		1	10	<b>12</b>
Attending Physician 7	1				<b>1</b>
Attending Physician 9				1	<b>1</b>
Attending Physician 10				1	<b>1</b>
Attending Physician 12	1			1	<b>2</b>
Attending Physician Senior 6	1			2	<b>3</b>
Attending Physician Senior 12				1	<b>1</b>
Consultants (Physicians)				3	<b>3</b>
Correctional Psychiatrist			1		<b>1</b>
Divisional Chief of Correctional Psychiatry				1	<b>1</b>
Medical Division Chair 8			1		<b>1</b>
Medical Division Chair 10			1		<b>1</b>
Medical Division Chair 11			1		<b>1</b>
					<b>29 MDs</b>

**Vacancies Filled Through September 10, 2012 ~ Breakdown by Position**

	Candidate Source				
	Re-Hire	Re-Call	Internal	External	Total
<b>Clinical Support</b>					
Administrative Aide		3			<b>3</b>
Anesthesia Tech		1			<b>1</b>
Attendant Patient Care		11		9	<b>20</b>
Certified Nursing Attendant		3			<b>3</b>
Dietitian II		1			<b>1</b>
Dietitian IV			1		<b>1</b>
EKG Tech		1			<b>1</b>
Food Service Worker		1			<b>1</b>
Health Advocate			4		<b>4</b>
Health Service Representative	1				<b>1</b>
Health Service Representative I		1			<b>1</b>
Interpreter				4	<b>4</b>
Laboratory Technician III		1			<b>1</b>
Medical Social Worker II		1			<b>1</b>
Medical Tech I		1			<b>1</b>
Operating Room Technician				3	<b>3</b>
Pathologist Extender				1	<b>1</b>
Pharmacy Technician			5		<b>5</b>
Physician Asst. Post Graduate Resident Director					
Respiratory Therapist		3			<b>3</b>
Respiratory Therapist Supervisor	1				<b>1</b>
Transporter CCH		12			<b>12</b>
Ward Clerk		1	1		<b>2</b>
	72	<b>Clinical Support</b>			

## Vacancies Filled Through September 10, 2012 ~ Breakdown by Position

	Candidate Source				
	Re-Hire	Re-Call	Internal	External	Total
Other					
Building Service Worker		20			20
CEO Executive Assistant			1	1	2
Chief Medical Information Officer			1		1
Clerk V	9				9
Computer Operator I				1	1
CCHHS Corporate Compliance Officer			1		1
Director of Strategic Sourcing/Contract Management				1	1
Electrician			1		1
Groundskeeper	1				1
Human Resources Generalist				2	2
Learning & Development Assist.				1	1
Operating Engineer	1				1
Pat Access Supervisor,Fin Coun				1	1
Public Safety Officer I		1			1
Receptionist				1	1
Steno IV			1		1
Supervisor Patient Access-PreRegistration				1	1
<b>TOTALS</b>	<b>9</b>	<b>72</b>	<b>41</b>	<b>77</b>	<b>199</b>
<i>Candidate Source Percentage</i>	<b>5%</b>	<b>36%</b>	<b>21%</b>	<b>39%</b>	

<b>House Staff</b>				
Physician Assistant Training R		4	4	
Post Graduate Level Physician	8	108	116	
Post Graduate Pharmacist (Residents)		2	2	
	8	114	122	122
				<b>House Staff</b>

TOTAL VACANCIES FILLED: 17 72 41 191 321

# Anticipated 09/24/12 Hires

- Clinical Vacancies
  - 30+ Clinical Nurse I's  
(2 Internal; 28+ External candidates)
  - 1 Clinical Nurse II (Re-Hire)
  - 9 Registry RNs (External candidates)

# Anticipated 09/24/12 Hires

- 15+ AFSCME Vacancies filled via August 2012 Re-Call Process
  - 1 Administrative Assistant II
  - 2 Accounts Payable Supervisors
  - 1 Business Office Supervisor
  - 1 Caseworker
  - 1 Cashier III
  - 12 Clerk V's

# 1115 Waiver Vacancies

- ~~245~~ 254 Vacancies
- ~~17~~ 22 Postings / Titles / Classifications
- Recruitment to occur in Phases. First phase includes 3 major timeframes; total of 177 vacancies:
  - Current (~~37~~ 45 vacancies)
  - Now (49 vacancies)
  - Phase I (83 vacancies)
    - (49) January 14, 2013; (34) January 28, 2013
  - Phase II (32 vacancies) – June 12, 2013
  - Phase III (28 vacancies) – July 15, 2013
  - Phase IV (17 vacancies) – September 9, 2013



# 1115 Waiver Vacancies

- Working closely with Dr. Jennifer Smith on the creation of job descriptions for 6 newly created management positions
- CCHHS HR Team will complete the required paperwork (Request to Hire form and Shakman Certification form) and will compile the Request to Hire packets
- Will notify and work with the Shakman Administrator and Shakman Compliance Officer on expedited hiring processes
- Will coordinate with County Bureau of HR for purposes of posting

# **Review of Dual Employment Policy**

# Dual Employment Policy

- The Ethics Ordinance requires all Cook County officials and employees to abide by a Code of Conduct which sets forth general directives to ensure fair and honest government in Cook County.
- The Code of Conduct includes Dual Employment
- CCHHS' policy notes Dual Employment is defined as “any outside gainful employment, including self employment, and any other activities for which the employee received compensation”
- Dual Employment for CCHHS employees is permissible when approved by the employee’s Department Head in advance and when the expectations related to dual employment are strictly respected

# Dual Employment Form

- All CCHHS employees are required to complete a Dual Employment Form:
  - After they are hired;
  - Annually;
  - As soon as there are changes that warrant the completion of a new form

# Dual Employment Parameters

- Dual Employment for CCHHS employees is permissible only within the following considerations:
  - Does not exceed 20 hours per week;
  - The type of work is approved in advance by the Department Head;
  - The specific hours of outside activities are not in conflict with the employee's normal duty hours including on-call status with CCHHS
  - Part-time employees are subject to the provisions of the policy and the time restrictions are based on the percentage of time commitment to CCHHS

# Dual Employment Parameters

- No employee shall engage in a business, profession, trade or occupation which will:
  - Impair his/her efficiency while on duty at CCHHS or when representing CCHHS;
  - Interfere with an employee's ability to satisfactorily perform his/her duties
  - Impair or reflect poorly upon the reputation of CCHHS;

# Dual Employment Parameters

- Impair his/her independence of judgment and/or constitute a conflict of interest as defined by the Cook County Ethics Ordinance, or create risk for a potential conflict of interest;
- Utilize CCHHS property or personnel or outside activity be conducted on CCHHS premises;
- Result in self-referral or referral to a business, organization, entity that employs or compensates the employee

# Dual Employment Exclusions

- Employees in certain positions shall be prohibited from engaging in dual employment:
  - CEO and Special Assistant to the CEO
  - System and/or Affiliate COO, CFO, CMO
  - System General Counsel
  - System Director of Human Resources
  - System Corporate Compliance Officer
  - System Chief Information Officer
  - System Director of Public Relations
  - Division / Medical Chairs

# **Dual Employment Exclusion Exceptions**

- CCHHS' Chief Executive Officer may grant an exception in writing to the Dual Employment prohibition for certain activities in advance of the employee undertaking such activities.



# Closed Session

## September 21, 2012

Category: SYSTEM-WIDE		
Subject: <b>HUMAN RESOURCES</b>	Page 1 of 3	Policy #: 00.03.05
Title: <b>DUAL EMPLOYMENT</b>	Approval Date: 09/28/2009	Posting Date: 09/28/2009

## POLICY

Dual Employment for Cook County Health and Hospitals System ("CCHHS") employees is permissible when approved by the employee's Department Head in advance and when the expectations related to dual employment activities outlined in this Policy are strictly respected. The CCHHS *Dual Employment Form* must be executed by all CCHHS employees annually.

## AFFECTED AREAS

All employees under the jurisdiction of the CCHHS unless modified by an applicable Collective Bargaining Agreement.

## DEFINITIONS

Dual Employment - any outside gainful employment, including self employment, and any other activities for which the employee receives compensation (hereinafter collectively referred to as "outside activities").

## PROCEDURE/PROCESS

### A. Reporting

The Report of Dual Employment Form must be executed by the following:

1. Persons entering County service and assigned to work in the CCHHS.
2. Any person who after entering County service as an employee becomes or plans to become engaged in any outside activities.
3. Any employee engaged in any outside activities whose County work schedule or outside activities work schedule has changed.
4. Any employee whose outside activities have been discontinued.

### B. Parameters for Dual Employment

1. Dual employment for CCHHS employees is permissible only within the following considerations:
  - a. Does not exceed 20 hours per week.
  - b. The type of work is approved in advance by the Department Head.
  - c. The specific hours of outside activities are not in conflict with the employee's normal duty hours including on-call status with the CCHHS.
  - d. Part-time employees shall be subject to the provisions of this policy, provided, however, that the time restrictions will be adjusted based on the percentage time commitment to the CCHHS. The System Department of Human Resources will maintain a list of the time restrictions for dual employment for part-time employees.
2. No employee shall engage in a business, profession, trade, or occupation which will:
  - a. Impair his/her efficiency while on duty at CCHHS or when representing CCHHS.
  - b. Interfere with such employee's ability to satisfactorily perform his/her duties.
  - c. Impair or reflect poorly upon the reputation of the CCHHS.
  - d. Impair his/her independence of judgment and/or constitute a conflict of interest as defined by the Cook County Ethics Ordinance, or create risk for a potential conflict of interest.
  - e. Utilize CCHHS property or personnel or be conducted on CCHHS premises.

Title: DUAL EMPLOYMENT	Page 2 of 3	Policy # 00.03.05
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f. Result in self-referral or referral to a business, organization, entity that employs or compensates the employee.

3. Employees in certain positions shall be prohibited from engaging in dual employment.

These positions shall include:

The Chief Executive Officer, Special Assistant to the Chief Executive Officer, System Chief Operating Officer, System Chief Financial Officer, System Chief Medical Officer, System Chief Administrator Officer, System Director of Human Resources, System General Counsel, System Corporate Compliance Officer, System Chief Clinical Officer, System Chief Information Officer, System Director of Public Relations, System Director of Intergovernmental Affairs & Policy, Department of Public Health Chief Operating Officer, Affiliate Chief Operating Officers, Affiliate Chief Financial Officers, Affiliate Chief Medical Officers, and the Chairs, Associate Chairs and Divisions Chairs of medical departments of the System Affiliates.

The probation set forth in this section will not apply to employees who are in the above listed position for an interim period only.

The prohibition set forth in this section notwithstanding, upon request, the Chief Executive Officer may grant an exception in writing to this dual employment prohibition for certain activities in advance of the employee's undertaking of such activities. By way of example, activities subject to such exception may include honorariums for speaking engagements, publishing, participation in surveys or on commissions, or limited teaching responsibilities.

#### C. Falsification or Omission of Information

Failure by a employee to disclose the above information to his/her Department Head or providing false information on the Dual Employment Form shall be cause for disciplinary action up to and including discharge from County employment.

#### CROSS REFERENCES

##### FORMS

1. Dual Employment Form # DCS 4892

#### RELEVANT REGULATORY OR OTHER REFERENCES

#### POLICY UPDATE SCHEDULE

Review at least every three (3) years or more often as appropriate.

Title: DUAL EMPLOYMENT	Page 3 of 3	Policy # 00.03.05
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**POLICY LEAD**

John Raba, MD  
CCHHS, Interim Chief Medical Officer

**REVIEWERS**

Assistant State's Attorney  
CCHHS Assistant Director QA and Regulatory Affairs  
CCHHS Human Resource Subcommittee

**APPROVAL PARTY**

William T. Foley  
Chief Executive Officer  
Electronically Approved September 28, 2009

**POLICY HISTORY**

Written: 2009-06-25

**COOK COUNTY BUREAU OF HUMAN RESOURCES**  
**REPORT OF DUAL EMPLOYMENT**

THE GIVING OF FALSE INFORMATION ON THIS FORM WILL BE CAUSE FOR DISMISSAL.

This form must be executed by:

- 1 Persons entering County service;
- 2 Any person who after entering the service as an employee becomes engaged in any gainful employment;
- 3 Any employee engaged in any outside employment, whose work schedule in the County service or work schedule in any gainful outside employment has changed;
- 4 Any employee whose dual employment has been discontinued. (See Instructions on Reverse Side).

Name of Employee: \_\_\_\_\_  
 (PLEASE PRINT)

Home Address: \_\_\_\_\_ Title of Position \_\_\_\_\_  
 Dept. \_\_\_\_\_

Where Assigned: \_\_\_\_\_

In spaces below indicate starting and finishing time for each day and total hours per week of County job.

		M	T	W	T	F	S	S	TOTAL HRS.
HOURS OF EMPL.	FROM								
	TO								

DO YOU HAVE EMPLOYMENT OTHER THAN COOK COUNTY?  Yes  No

If engaged in a business, profession, trade or occupation in addition to your Cook County occupation, indicate:

Kind of business, profession or trade \_\_\_\_\_ Title \_\_\_\_\_

Name of outside  
Employer or Firm \_\_\_\_\_ Address \_\_\_\_\_

Location of assignment \_\_\_\_\_

In spaces below indicate starting and finishing time for each day and total hours per week of your outside employment.

		M.	T.	W.	T.	F.	S.	S.	TOTAL HRS.
HOURS OF EMPL.	FROM								
	TO								

Please describe duties of your outside employment \_\_\_\_\_

**I hereby authorize my outside Employer, named above, to furnish my Department Head or Cook County Chief of Human Resources, any additional information pertaining to my employment.**

\_\_\_\_\_ IMMEDIATE SUPERVISOR

\_\_\_\_\_ SIGNATURE OF EMPLOYEE

\_\_\_\_\_ DEPARTMENT HEAD

\_\_\_\_\_ DATE

**INSTRUCTIONS**

THE RULES OF THE BOARD OF COOK COUNTY COMMISSIONERS PROVIDE THAT NO EMPLOYEE SHALL ENGAGE IN A BUSINESS, PROFESSION, TRADE OR OCCUPATION WHILE ACTUALLY EMPLOYED BY COOK COUNTY WHICH WILL:

- 1 IMPAIR HIS EFFICIENCY;
- 2 SERIOUSLY INTERFERE WITH SUCH EMPLOYEE'S ABILITY TO SATISFACTORILY PERFORM HIS DUTIES;
- 3 IMPAIR OR REFLECT UPON THE REPUTATION OF COOK COUNTY.

AS A CONDITION PRECEDENT TO ANY EMPLOYEE OF COOK COUNTY ENGAGING IN BUSINESS, PROFESSION, TRADE OR OCCUPATION WHILE ACTUALLY EMPLOYED BY COOK COUNTY. EVERY SUCH EMPLOYEE SHALL REPORT FOR REVIEW, THE NATURE AND EXTENT OF SUCH BUSINESS, PROFESSION, TRADE OR OCCUPATION TO HIS DEPARTMENT HEAD UPON HIS FORM.

THIS REPORT SHALL BE REVIEWED BY THE IMMEDIATE SUPERVISOR, AND THE DEPARTMENT HEAD WHO SHALL RETAIN ONE (1) COPY AND TRANSMIT ONE (1) COPY TO THE BUREAU CHIEF, COOK COUNTY BUREAU OF HUMAN RESOURCES, FOR INCLUSION IN THE PERSONNEL FILE OF SUCH EMPLOYEE.

1) DEPARTMENT HEAD 2) BUREAU OF HUMAN RESOURCES 3) EMPLOYEE'S

Dual Employment for Cook County employees is permissible only within the following consideration:

- A. Does not exceed 20 hours per week.
- B. The type of work is approved by the Department Head.
- C. The specific hours of outside employment are not in conflict with the employees normal duty hours with Cook County.
- D. Dual employment will also include self-employment, and practices or services rendered by professional persons.

Failure of an employee to disclose the above information to his Department Head shall be cause for dismissal from County employment.

Forms will be filled out by all present County employees and for all employees entering County services.

It shall be the responsibility of each employee engaged in dual employment to have on file at all times a dual employment form reflecting his or her current dual employment status.

**PLEASE FORWARD A COPY TO:**

Cook County Bureau of Human Resources  
118 N. Clark Street - Room 840

- 1. Keep original for your departmental file
- 2. Give a copy to employee

Cook County Health and Hospitals System  
Human Resources Committee Meeting Minutes  
September 21, 2012

ATTACHMENT #2

**PROPOSED RESOLUTION**  
**September 21, 2012**

**Sponsored by**

**THE HONORABLE TONI PRECKWINKLE  
PRESIDENT OF THE COOK COUNTY BOARD OF COMMISSIONERS**

**WHEREAS**, the County is obligated to pay the prevailing rate for these categories of employees pursuant to the state statute and the collective bargaining agreement between the County of Cook and the Union(s); and

**WHEREAS**, the unions representing this category of employees have been properly certified that the below-listed rates are the prevailing rates for the effective date(s) set forth herein; and

**WHEREAS**, the Annual Appropriation Bill creates Accounts 490-115, 499-115 and 899-115 for Appropriation Adjustments for the Corporate, Public Safety and Health Funds if necessary; and

**NOW, THEREFORE, BE IT RESOLVED**, that the prevailing wages and salaries of the following positions be fixed as follows:

**ACCOUNT 490-115 (CORPORATE FUND)**

<b><u>Job Code</u></b>	<b><u>Job Classification</u></b>	<b><u>Hourly Wage Rate</u></b>	<b><u>Effective Date</u></b>
2327	Chief Electrical Inspector	\$47.60	6/4/12
4013	Chief Telecommunications Electrician	\$47.60	6/4/12
2330	Electrical Inspector	\$44.80	6/4/12
2323	Electrical Plan Examiner	\$44.80	6/4/12
2331	Machinist	\$43.55	7/1/12
2379	Telecommunications Electrician	\$44.80	6/4/12
2378	Telecommunications Electrician Foreman	\$44.80	6/4/12

**ACCOUNT 490-115 (PUBLIC SAFETY FUND)**

<b><u>Job Code</u></b>	<b><u>Job Classification</u></b>	<b><u>Hourly Wage Rate</u></b>	<b><u>Effective Date</u></b>
2328	Electrical Equipment Technician	\$42.00	6/4/12
2346	Electrical Equipment Technician Foreman	\$44.80	6/4/12
2329	Electrical Mechanic	\$42.00	6/4/12
2324	Electrician	\$42.00	6/4/12
2326	Electrician Foreman	\$44.80	6/4/12
2331	Machinist	\$43.55	7/1/12
2339	Machinist Foreman	\$46.05	7/1/12
2354	Painter	\$40.00	6/1/12

**ACCOUNT 490-115 (PUBLIC SAFETY FUND) Continued**

<b><u>Job Code</u></b>	<b><u>Job Classification</u></b>	<b><u>Hourly Wage Rate</u></b>	<b><u>Effective Date</u></b>
2356	Painter Foreman	\$45.00	6/1/12
2342	Pipe coverer	\$43.80	6/1/12
2368	Pipe coverer Foreman	\$46.30	6/1/12
2388	Pipe coverer Material Handler	\$32.85	6/1/12
2389	Pipe coverer Pre-Apprentice	\$32.85	6/1/12
2361	Plasterer	\$44.25	7/1/12

**ACCOUNT 899-115 ( HEALTH FUND)**

<b><u>Job Code</u></b>	<b><u>Job Classification</u></b>	<b><u>Hourly Wage Rate</u></b>	<b><u>Effective Date</u></b>
2390	Biomedical Electrical Technician	\$42.00	6/4/12
2391	Biomedical Electrical Technician Foreman	\$44.80	6/4/12
2328	Electrical Equipment Technician	\$42.00	6/4/12
2324	Electrician	\$42.00	6/4/12
2326	Electrician Foreman	\$44.80	6/4/12
2331	Machinist	\$43.55	7/1/12
2339	Machinist Foreman	\$46.05	7/1/12
2354	Painter	\$40.00	6/1/12
2356	Painter Foreman	\$45.00	6/1/12
2342	Pipe coverer	\$43.80	6/1/12
2361	Plasterer	\$44.25	7/1/12
2379	Telecommunications Electrician	\$44.80	6/4/12
2378	Telecommunications Electrician Foreman	\$44.80	6/4/12

**BE IT FURTHER RESOLVED**, that the Chief of the Bureau of Human Resources and the Cook County Comptroller are hereby authorized to implement the prevailing rates and salary adjustments pursuant to state statute.

Transmitting a Communication dated, September 21, 2012 from

MAUREEN O'DONNELL, Chief, Bureau of Human Resources

Transmitting herewith a Collective Bargaining Agreement for your consideration and approval.

Submitting a Proposed Resolution sponsored by:

TONI PRECKWINKLE, President, Cook County Board of Commissioners

Proposed Resolution

Approving Collective Bargaining Agreement

**WHEREAS**, the Illinois Public Employee Labor Relations Act (5 ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

**WHEREAS**, a Collective Bargaining Agreement for the period of December 1, 2010 through November 30, 2014, effective the date of approval by the Cook County Board of Commissioners, has been negotiated between the County of Cook and the International Union of Operating Engineers, Local 399; and

**WHEREAS**, prevailing rates and general wage increases have already been approved and are reflected in the Salary Schedules included in the Collective Bargaining Agreement negotiated between the County of Cook and the International Union of Operating Engineers, Local 399; and

**NOW THEREFORE BE IT RESOLVED**, that the Cook County Board of Commissioners does hereby approve the Collective Bargaining Agreement between the County of Cook and the International Union of Operating Engineers, Local 399 as provided by the Bureau of Human Resources.

Transmitting a Communication dated, September 21, 2012 from

MAUREEN O'DONNELL, Chief, Bureau of Human Resources

Transmitting herewith a Collective Bargaining Agreement for your consideration and approval.

Submitting a Proposed Resolution sponsored by:

TONI PRECKWINKLE, President, Cook County Board of Commissioners

Proposed Resolution

Approving Collective Bargaining Agreement

**WHEREAS**, the Illinois Public Employee Labor Relations Act (5 ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

**WHEREAS**, the Collective Bargaining Agreement for the period of December 1, 2008 through November 30, 2012, effective the date of approval by the Cook County Board of Commissioners, have been negotiated between the County of Cook and the Chicago Joint Board, Retail, Wholesale and Department Store Union, AFL-CIO-CLC Local 200 (RWDSU Local 200) representing the Health and Hospital System Administrative Assistants III's and IV's; and

**WHEREAS**, the general increases and wage adjustments were previously approved and are reflected in the Salary Schedule and are included in the Collective Bargaining Agreement negotiated between the County of Cook and RWDSU Local 200; and

**NOW THEREFORE BE IT RESOLVED**, that the Cook County Board of Commissioners does hereby approve the Collective Bargaining Agreement negotiated between the County of Cook and RWDSU Local 200 provided by the Bureau of Human Resources.

Transmitting a Communication dated, September 21, 2012 from

MAUREEN O'DONNELL, Chief, Bureau of Human Resources

Transmitting herewith a Collective Bargaining Agreement for your consideration and approval.

Submitting a Proposed Resolution sponsored by:

TONI PRECKWINKLE, President, Cook County Board of Commissioners

Proposed Resolution

Approving Collective Bargaining Agreement

**WHEREAS**, the Illinois Public Employee Labor Relations Act (5 ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

**WHEREAS**, the Collective Bargaining Agreement for the period of December 1, 2008 through November 30, 2012, effective the date of approval by the Cook County Board of Commissioners, have been negotiated between the County of Cook and the Chicago Joint Board, Retail, Wholesale and Department Store Union, AFL-CIO-CLC Local 200 (RWDSU Local 200) representing the Health and Hospital System Administrative Assistants V's; and

**WHEREAS**, the general increases and wage adjustments were previously approved and are reflected in the Salary Schedule and are included in the Collective Bargaining Agreement negotiated between the County of Cook and RWDSU Local 200; and

**NOW THEREFORE BE IT RESOLVED**, that the Cook County Board of Commissioners does hereby approve the Collective Bargaining Agreement negotiated between the County of Cook and RWDSU Local 200 provided by the Bureau of Human Resources.